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Record

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20 August 1986

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MEMORANDUM FOR THE RECORD

SUBJECT: SSCI Personnel Review Team Meeting with the DDS&T

1. On 20 August Evan Hineman met with John Despres and John Nelson of the SSCI personnel review team to brief them on the personnel activities of his directorate. His Executive Officer [redacted] was present. [redacted] STAT Deputy Director of Personnel for Policy, Analysis and Evaluation attended along with the undersigned.

2. Hineman began with a spirited and enthusiastic description of the state of affairs within the DDS&T. He said that it has a unique advantage because its activities capture the interest of talented people. He said that the directorate has something to sell and that people enjoy working in it. He added that the policy is to push responsibility down to allow greater involvement of its people in decision making.

3. At the same time he acknowledged that the DDS&T has a special difficulty in retaining the best people because they work so closely with those in the private sector who are making much more money. Sometimes our people feel forced to make the switch to the private sector for economic reasons even though they like their work. He discussed incentives that we need to consider to make a career more attractive such as benefit packages and separate promotion tracks for specialists and managers. He added that there is a flexibility in the DDS&T to take people on board at any level up to office director. The directorate is making increasing use of the CT program to instill a sense of overall mission in its young officers. Hineman concluded by saying that working for the CIA in the DDS&T is something special and that it is not the same as working in any other part of the government.

[redacted] STAT

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